



Department of Psychology

Psychology 423 – Organizational Psychology

Red Deer College Collaborative Program Winter Session 2007

Instructor:	Dr. Janine Keown-Gerrard	Lecture Location:	B501
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Office Hours:	M 3:00-4:00 & W 10:00-11:00		

Course Description and Goals

This course introduces students to the study of human behaviour in organizations by examining individual, group, and organizational processes. Focus on these three levels of analysis (i.e., individuals, groups, and organizations) is intended to provide the student with an understanding of the complex dynamics of organizational behaviour. An active learning approach is used throughout the course with students being asked to draw upon their own experiences in organizations to better understand the theories and research presented. An extensive use of group discussion and interaction with the instructor is an integral part of the learning process in this course.

Required Text

Johns, G., & Saks, A. (2005). *Organizational Behavior: Understanding and Managing Life at Work* (6th edition). Toronto: Addison Wesley Longman.

Lecture material is intended to supplement and extend, rather than reproduce, assigned readings. Discussion and questions during the lectures are encouraged.

Blackboard: Class outlines, lecture notes, discussion groups and important announcements will be posted on Blackboard at the instructor's discretion. To log onto Blackboard, follow the links through "My UofC", or type in the following web address: <https://blackboard.ucalgary.ca/webapps/login> Outlines of lectures will be made available on Blackboard so as to facilitate note taking. The outlines will highlight ONLY the main points of the lectures and are not meant to replace class attendance. Class attendance is essential to obtain full coverage of the subjects.

Evaluation

Midterm (February 14 th)	30 points
Final Exam (Scheduled by Registrar)	30 points
Paper (Due March 21 st)	40 points

There will be two examinations, one of which is a final exam to be scheduled by the Registrar's Office. The final exam will not be cumulative. All exams will include short essays and may contain a small number of multiple choice/fill in the blank questions.

What is the paper? The paper will be a short (15 page max., double-spaced) paper that critically applies any topic in class to a practical, real-life work situation. A good paper should include a thorough literature review of a particular topic in organizational psychology (e.g., antecedents of work satisfaction) and then apply the theories to a personal working experience. The experience would then be critically evaluated in the context of relevant research in the area and recommendations would be provided as suggestions to improve business practices. Students will include additional references or readings outside of class and pose competing theories and perspectives within the paper. Papers should be in APA format. Papers are evaluated on appropriate use of APA style, clarity of thought, demonstrated understanding of and insight into relevant research, and creative and practical application of theory to the work situation. Additional information will be provided in class.

Assignments are to be handed in at the beginning of class on the due date. Emailed assignments will not be accepted. The penalty for late assignments will be 10% per day, including weekends.

Grading Scale

A+	96-100%	B+	80-84%	C+	67-71%	D+	54-58%
A	90-95%	B	76-79%	C	63-66%	D	50-53%
A-	85-89%	B-	72-75%	C-	59-62%	F	0-49%

As stated in the University Calendar, it is at the instructor's discretion to round off either upward or downward to determine a final grade when the average of term work and final examinations is between two letter grades. To determine final letter grades, final percentage grades will be rounded up or down to the nearest whole percentage (i.e., 89.5% will be rounded up to 90%; 89.4% will be rounded down to 89%, etc.).

Lecture Schedule

Week	Topic	Readings
January 3 rd	Introduction to I/O psychology, Research Methods	Chp. 1
January 10 th	Personality	Chp. 2
January 17 th	Perception & Attribution	Chp. 3
January 24 nd	Job Satisfaction & Commitment	Chp. 4
January 31 st	Work Motivation	Chp. 5 & 6
February 7 th	Communication	Chp. 10
February 14 th	Midterm (chp. 1-6 & 10) Social Influence & Culture (last half of class)	Chp. 8
February 21 st	No class – Midterm break	
February 28 th	Groups & Teams	Chp. 7

March 7 th	Leadership	Chp. 9
March 14 th	Leadership cont'd	
March 21 st	Power & Politics Paper Due	Chp. 12
March 28 th	Work Stress	Chp. 13
April 4 th	Organizational Change & Development	Chp. 16
April 13 th – 20 th	Final exam (Chps. 7-9, 12, 13 & 16) scheduled by the Registrar	

University of Calgary Curriculum Objectives

Based upon the structure and content of this course, the following Core Competencies are addressed:

- Critical and creative thinking
- Analysis of problems
- Effective oral and written communication
- Gathering and organizing information
- Abstract reasoning and its applications
- Insight and intuition in generating knowledge
- Interpretive and assessment skills

Curriculum Redesign Features

- An experiential learning component relevant to the program objectives
- Integration of research

With the following course characteristics:

- Class discussions centering on methodological and conceptual issues in research studies
- Test questions in which students are required to design novel research studies to address theoretical issues
- Test questions in which students are required to apply theoretical perspectives and extrapolate methodological approaches from course readings and class discussions to real world problems/issues.
- Test questions in which students will be required to integrate theoretical and legal knowledge across course content areas.
- A research paper in which students are required to use current research to evaluate and inform work/life situations

Reappraisal of Grades

A student who feels that a piece of graded term work (term paper, essay, test, etc.) has been unfairly graded, may have the work re-graded as follows. The student shall discuss the work with the instructor within fifteen days of being notified about the mark or of the item's return to the class. If not satisfied, the student shall immediately take the matter to the Head of the department offering the course, who will arrange for a reassessment of the work within the next fifteen days. The reappraisal of term work may cause the grade to be raised, lowered, or to remain the same.

If the student is not satisfied with the decision and wishes to appeal, the student shall address a letter of appeal to the Dean of the faculty offering the course within fifteen days of the unfavourable decision. In the letter, the student must clearly and fully state the decision being appealed, the grounds for appeal, and the remedies being sought, along with any special

circumstances that warrant an appeal of the reappraisal. The student should include as much written documentation as possible.

Plagiarism and Other Academic Misconduct

Intellectual honesty is the cornerstone of the development and acquisition of knowledge and requires that the contribution of others be acknowledged. Consequently, plagiarism or cheating on any assignment is regarded as an extremely serious academic offense. Plagiarism involves submitting or presenting work in a course as if it were the student's own work done expressly for that particular course when, in fact, it is not. Students should examine sections of the University Calendar that present a Statement of Intellectual honesty and definitions and penalties associated with Plagiarism/Cheating/Other Academic Misconduct.

Academic Accommodation

It is a student's responsibility to request academic accommodation. If you are a student with a disability who may require academic accommodation and have not registered with Disability Services, please contact the RDC Counseling and Learning Support Services office (Ph. 343-4064 or 343-4067). If you are seeking academic accommodation, please notify your instructor no later than fourteen (14) days after the commencement of the course.

Absence From A Test

Make-up exams are NOT an option without an official University medical excuse (see the University Calendar). You must contact the instructor before the scheduled examination or you will have forfeited any right to make up the exam. At the instructor's discretion, a make-up exam may differ significantly (in form and/or content) from a regularly scheduled exam. Except in extenuating circumstances (documented by an official University medical excuse), a makeup exam is written within two (2) weeks of the missed exam.

A completed Physician/Counselor Statement will be required to confirm absence from a test for health reasons. The student will be required to pay any cost associated with the Physician Counselor Statement.

Important Dates

The last day to drop this course and **still receive a fee refund** is January 19th. The last day to withdraw from this course is April 13th.